



STERTS | Arts & Environmental Centre



Board Recruitment Pack
Sterts Theatre CIC

Welcome to Sterts

Dynnargh Dhe Sterts



“On a foggy, soggy September evening on the wetter side of the equinox and the wrong side of Bodmin Moor for some of us, we came a fair old way for our first visit to Sterts Arts at Upton Cross – and drove home happy and glad to have made the effort. The setting is beautiful; the small but vibrant village perched above those deeply wooded valleys to the east of Cornwall which us westerners miss, perhaps more than we realise. The auditorium itself is a triumph of design tucked into a scrape in the hillside. The whole vibe is friendly and community driven.”

- Audience Member September 2021

Sterts Arts & Environmental Centre is a dynamic creative hub located on the edge of Bodmin Moor in South-East Cornwall. Our unique 4-acre site is where creativity meets nature at Cornwall's geographical and cultural gateway. Our 500-seat Barn Theatre hosts a diverse range of performances, including theatre, dance, comedy, and live music. Our newly refurbished 70-seat Studio and Community Hub, opened in April 2025 and centres around creativity and community, providing a regular programme of activity and performances for people of all ages.





Hello / Dydhda,

Join our Board

Sterts is at an exciting and pivotal moment in its history as we celebrate 40 years as a registered charity. In 2024, we took a significant step forward by establishing Sterts Theatre Community Interest Company (CIC) as the trading arm of the charity, responsible for delivering the programme of events and operating and maintaining the venue.

The CIC is half-way through its second full year of operation. We are building on the experience to date to move forward with confidence, purpose and ambition as we develop our business plan for 2027 and beyond.

The CIC Directors are active and engaged and we are and seeking new team members to further strengthen our Board, bringing their complementary skills, lived experience, and professional expertise to help guide and shape the future.

We want to hear from people who will be excited to be a part of a unique cultural organisation, who can get things done and who can provide support and guidance to the operational staff as we develop our ambitions for 2027 in the current challenging environment in the arts.

We are really excited to hear from people who have experience delivering arts and cultural initiatives in any capacity.

The Board provides oversight and direction across the full range of activities, including;

- Events management and operations, including Health and Safety, licensing, technical support
- Human resources and employment
- Premises management, including asset management, maintenance and repair, delivery of capital projects
- Governance and compliance with legal obligations
- Commercial and financial performance
- Marketing, public relations and stakeholder engagement
- Artistic and environmental strategy

We would especially like to hear from people who have **experience in commercial management and funding partnerships** in a CIC Director role.

If you would like to find out more about this opportunity, **please get in touch with Director Sarah Pym at sarahpym@stertsarts.org.**

With best wishes / Oll an gwella,
David Cullen
Chair of Directors

Our Vision, Mission & Values

Vision

Inspire creative growth, joy and confidence with communities, where everyone can thrive in a supportive and sustainable environment.

Mission

With our communities we will create a resilient arts organisation.

Values

With our communities we will create a resilient arts organisation.

- Collaboration
- Discovery
- Welcoming
- Vitality
- Courage





Organisational Structure & Responsibilities

Sterts Arts & Environmental Centre (CIO Number 1189424) is a Charitable Incorporated Organisation (CIO), and in 2024, Sterts Theatre (CIC Number 15422924) was established as a Community Interest Company (CIC), wholly owned by the charity.

What is a CIC Director?

A CIC Director has a statutory responsibility to provide strategic leadership and oversight of Sterts Theatre CIC, ensuring the organisation is well-governed, financially robust, and operating in line with its legal obligations and community purpose. Working collectively as part of the Board, Directors help set strategic direction, monitor performance and risk, and ensure that the CIC supports and complements the charitable aims of Sterts. While an understanding of governance is helpful, we place equal value on sound judgement, integrity, and a commitment to responsible decision-making.





CIC Director Responsibilities

As a CIC Director, you are responsible under company law for the governance and management of Sterts Theatre CIC, supporting the charitable aims through its trading activities. In particular, you will bring your critical & creative thinking and decision-making ability offering support and guidance to the other directors and staff, to:

- Ensure the CIC operates legally and in alignment with Sterts' charitable objectives.
- Act in the best interests of the CIC and the wider Sterts community.
- Oversee financial management, risk, and compliance to maintain sustainability.
- Contribute to setting strategic direction and monitoring performance.
- Exercise reasonable care, skill, and diligence in your role as a Director.

Commitment and Culture

Being a Director is about much more than attending meetings. It's about joining a collaborative, forward-thinking, and supportive team that works together to ensure Sterts Theatre CIC can thrive. You will get involved in strategic planning, team development and dynamic decision making.

Directors are expected to:

- Attend Board meetings every other month.
- Take part in an annual Board Away Away for strategic planning and team development.
- Offer guidance and support throughout the year, sharing expertise and insight.
- Attend Sterts events where possible and advocate for the organisation within your networks.

The pace can vary, sometimes calm, sometimes busy, but always with the shared goal of helping Sterts grow sustainably, creatively, and responsibly.

Expectations

As a CIC Director, we ask you to:

- Attend six-weekly Board meetings (typically 2 hours each)
- Participate in occasional extra meetings, both in-person and online, as required
- Act as an advocate for Sterts Theatre CIC and its work, supporting the trading activities that underpin the charity
- Engage in discussions and contribute to informed decisions, even when views differ
- Stay informed about the CIC's activities by reading Board papers, reports, and relevant materials
- Give practical support where possible and attend Sterts events, shows, and activities to champion the organisation

Next Steps

If you're curious but unsure whether this is for you, we offer an informal chat with our Chair or another board member to answer your questions.

How to apply

Please submit a CV with a letter of interest that is no more than an A4 page of why you want to be on our board of Trustees or a video submission of no longer than 5 minutes by **Monday 20th October at 10am**. If you need this information in another format, or **if you'd like to have a conversation about the role please contact Sarah Pym at sarahpym@stertsarts.org**.

We are particularly committed to recruiting a Board that reflects the principles of Equality, Diversity and Inclusion, and we warmly encourage applications from individuals who are currently underrepresented in arts and cultural governance.

